



SITCPLA Ryanair INFORMS

18.09.18

THE FIGHT FOR OUR RIGHTS GOES ON, WITH A NEW STRIKE ON SEPTEMBER 28TH

Dear SITCPLA members,

We are contacting you to inform and update you on the latest episodes of our saga with the company, our negotiations and a timeline for our pending assignments.

On the 5th of September we had organized a meeting between the DGT (Dirección General de Trabajo), the Ryanair management, USO and SITCPLA. This encounter was cancelled, due to the resignation of the Director of the DGT, Concepción Pascual. Even though this formal meeting was called off, we continue to be in constant contact with the company, trying to break through its wall of obstinacy: let's not forget we want a positive outcome for all parties involved.

The stance of the Spanish cabin crew Unions remains unchanged. We demand the application of the Spanish legislation regarding workers' rights and protections, and the inclusion of cabin crew hired through agencies at the negotiation table as equals (over 70 per cent of the workforce is either WKF/CWK). We want to see all crew transitioned into a Ryanair Contract. Even though we all work for the same airline, Ryanair wants to keep us divided with different contracts, working for different companies with separate terms and conditions.

Ryanair remains stubborn in its approach. So far, the company has only offered slight modifications to official recognition papers and the company continues to insist that the application of Spanish legislation will only be implemented following June 2022. Please note that the airline is in fact forced to do so, as this is a European Union mandate. From our point of view, the company is clearly wasting time and we are fighting for improvements here and now, we do not wish to wait and see what 2022 brings us....

On the 7th of September, a meeting was held in Rome with cabin crew, pilots and ground staff unions from all over the network. In summary, Portugal, Holland, Belgium, Italy and Spain agreed to call for a general strike on the 28th of September. German unions were also present in the conference, but they decided to not wait any longer and called for a strike in Germany on the 12th of September. According to German labour laws, they are only required to give two days' notice for announcing an industrial action date. We are still in constant contact with the German cabin crew union, and we are confident that we will see them joining us for the strike planned for the 28th of September.

On Monday the 17th of September, we had scheduled a meeting at SIMA (Servicio Interconfederal de Mediación y Arbitraje). At the meeting representatives of Ryanair, SITCPLA and USO have been present.

It's a mandatory legal requirement in Spain to participate in a SIMA meeting before partaking in industrial action. SIMA acts as a mediator, we have past experience in dealing with SIMA as we have already used their services in late July in a last-ditch attempt to reach an agreement with Ryanair to avoid strike action. Our expectations of reaching an agreement were low, as it has been the case: after a three hours meeting, the Ryanair management showed no will to reach an agreement, ignoring once again our fair demands, and pushing us literally into the strike. This is no wonder, after having read Ryanair CEO's words, declaring that "strikes are necessary" to keep the airline business model.

On Thursday the 20th of September, at 10am, we have a meeting with the DGT (Dirección General de Trabajo) USO and the Ryanair management, where the Subdirector General de Relaciones Laborales will be present. This meeting is held in a new mediation effort by the Spanish authorities to put an end to the conflict. An involvement that we really appreciate, although we are missing the same efforts from the Ministry of Fomento, which is responsible for the minimum services decree. Ryanair didn't comply with the decree on the 25th and 26th July strike, and we are still waiting for the Ministry to take appropriate measures against the airline for such a breach.

On the 28th of September: D Day. Regrettably, if we are unable to reach an agreement with Ryanair, we will be pushed to go on strike and join our colleagues based in Portugal, Italy, Belgium and the Netherlands. Going on strike is always a last resort of action, but if Ryanair continues to refuse to comply with our fair demands, it leaves us with no other choices.

As a final point, we would like to encourage all of you to join our Facebook Group for real time updates.

Last minute update....

As some of you may be already aware, alarming movements have ensued in Poland. Ryanair DAC is planning to change its operation drastically in Poland. From the 1st of January 2019, everybody including pilots and cabin crew are going to be "self-employed", that means that crewmembers must open a single person limited company, and everyone will be self employed and work for Ryanair Sun.

All taxes, social insurances, responsibility for damages (hot tea on pax's leg) will become the sole responsibility/liability of the worker. Ryanair has frozen transfers from Poland and is doing everything in its hands to force Poland-based workers to sign this outrageous agreement.

Its not all bad news though: following this latest trampling of workers rights, our Polish colleagues have finally decided to make a move, union representation has risen drastically, and they are looking at their options. Hopefully they'll consider about joining us on the 28th of September, thus spreading the European strike even further.

Kindest Regards,

SITCPLA RYANAIR